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Abstract

Talent Search counselors stress post-high school training for low income and culturally disadvantaged young people through individual counseling and vocational guidance. The project at Eastern Arizona College places a heavy emphasis on educational opportunities and vocational training for Indian youth. A College Indian Coordinating Committee has been organized which has enlisted the cooperation of financial aids directors of Arizona colleges. Talent Search committees have been organized in 4 counties to perform such services as furnishing leads, helping recruit, arranging interviews, and assisting with other programs. Statistics are presented on services performed by Talent Search counselors during the first 3 months of 1969 and on Indian enrollment in Arizona colleges over a two-year period. (JH)

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

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# PROGRESS REPORT

OF

## TALENT SEARCH PROJECT

EASTERN ARIZONA COLLEGE

THATCHER, ARIZONA 85552

TALENT SEARCH PROJECT # OEC-08-0000235391

FOR THE PERIOD OF

JANUARY 1, 1969 to MARCH 31, 1969

SUBMITTED

MARCH 31, 1969

SUBMITTED TO

MR. DAVE JOHNSON

CHIEF, EDUCATIONAL OPPORTUNITY GRANTS

EDUCATIONAL TALENT SEARCH BRANCH

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

WASHINGTON, D. C. 20202

RC003851

RECEIVED
JUN 9 1969
NMSU
E.R.I.C.

TIME PERIOD COVERED: January 1, 1969 to March 31, 1969

Coordinator: Neil N. Goodman
Counselors: John C. David
Keith L. Leafdale
Larry Simmons - (replaced Keith Leafdale)
Delfina Alvarez
Ralph Anderson
John Tsosie

STATISTICS:

I. Total Number of clients contacted: 1,022 .

A. By Ethnic Group:

| | | |
|---|---|---|
| 1. | Negro | 38 |
| 2. | Anglo | 258 |
| 3. | Oriental | 0 |
| 4. | Mexican-American | 215 |
| 5. | Navaho | 420 |
| 6. | Apache | 69 |
| 7. | Others | 22 |

B. Number of clients receiving intitial counseling 574 .

C. Number of clients receiving repeat counseling 487 .

D. Number of clients referred to other institutions or agencies other than colleges 62 .

II. Number of clients guided toward re-entering or continuing educational programs:

A. Number of clients returned to high school 15 .

B. " " " receiving GED 14 .

C. " " " applied for admission to college 202 .

D. " " " accepted by a college 76 .

E. " " " attending a college 54 .

F. " " " applied to Vocational Technical Programs other than college 53

G. Number accepted by Vocational Technical Programs 4 .

H. Number of referrals to the military 0 .

I. Number of clients dropped from any type of post-secondary training as of March 31, 1969 10 .

## I. Introduction

Six months have come and gone and six Talent Search Counselors are more than ever cognizant of the perplexities of all students and the extreme bewilderment of youth from low income and culturally deprived environment. The belief that an individual should have an opportunity to become what he would like to be is the basic philosophy of these counselors. This is to be real and not just imaginary. This team of counselors is pushing obstacles aside and see nothing but optimism for the future. Talent Search is on the move to let every young person know that it is really difficult to get a job in this world today without an education. The young man then owes it to himself and his family to develop his talents so that he can satisfy first himself and then contribute to his social group. Talent Search points out that financial aids are available and explains them to every boy and girl or man and woman who wishes to continue post-secondary training.

## II. MEETINGS, CONVENTIONS, AND ACTIVITIES

Starting in December, Talent Search Committees were organized in every area to assist the counselors to realize objectives. The function of the committee is to meet with the Talent Search Counselors performing such services as: furnishing leads, helping to recruit, setting up interviews, assisting as interpreters, helping coordinate Talent Search with other programs, and even following up with clients when needed. These committees meet once weekly or twice monthly depending on distance of travel and amount of business to transact. A list of these committees in four counties follows on next page.

Since July, 1968, the Talent Search Coordinator has been working on a program to coordinate the efforts of the Bureau of Indian Affairs, the Tribal Council, college financial aids directors, high school counselors, and Talent

Search counselors to place more of the amazingly increasing number of high school Indian graduates into post-secondary educational institutions.

Approximately 25% of the high school Indian graduates have enrolled in college and 50% of those entered have graduated or completed terminal programs. Many Indians that were sent long distances from home by the Bureau of Indian Affairs to participate in Adult Vocational Training have returned discouraged. These Indians have been encouraged by Talent Search to continue in junior colleges in Arizona to learn a trade, profession, or special skill.

In an effort to cause the Indian operation to become more efficient, a "College Indian Coordinating Committee" was organized in an all-day meeting held at Northern Arizona University on February 7, 1969, composed of the following:

Joseph E. Bednorz, Financial Aids Director of N. A. U. - Chairman
Neil N. Goodman, Talent Search Coordinator - Secretary
Roger Wilson, Indian Counselor of N. A. U.
Bill Kephart, Counselor of N. A. U.
Vernile Matheson, Assistant Financial Aids Director, N. A. U.
Dallace Butler, Financial Aids Director, E. A. C.
Al Spang, Navaho Community College Personnel Director and Vice President
John Martin, Tribal Council, Navajo Tribe Scholarship Chairman
John P. Tsosie, Navajo Talent Search Counselor
Larry Simmons, Talent Search Counselor
Ralph Anderson, Talent Search Counselor

All Financial aids directors in the 14 colleges in the state of Arizona were contacted and each one cooperated to the extent that if applications are made within the next three months, larger percentages of the Indians are assured of help.

On February 28, 1969, the "College Indian Coordinating Committee" met at Window Rock with Mr. Tucker of the Bureau of Indian Affairs. The Tribal Council and the B. I. A. set up a date for releasing the names and the scores of the Indians who had taken the A. C. T. Test. This list was sent to the members of the committee on March 15, 1969.

A meeting of this committee was set up for March 21, 1969 at Northern Arizona University. Joe Bednorz, Larry Simmons, Roger Wilson, and Neil Goodman

In Graham County - Talent Search Human Resource Board Committee, consisting of:

4-H Coordinator for Graham County - Robert Gilliland
Mother (Minorities Group) - Victoria Johnson
Graham County Welfare Case Worker - Franklin Highby
Minister (Minority Group) - O. C. Owens
Employment Service Manager - Raymond Cotton
School Counselor - Bill McFarland
School Counselor - Sue Duncan
Superior Court Judge - Ruskin Lines

In Greenlee County - Talent Search Human Resource Board Committee, consisting of:

School Counselor - James Holmes
School Counselor - Ruth H. Shaw
Mayor of Duncan - Hubert Bowman
Sheriff of Greenlee County - Forest Wilkerson
4-H Coordinator for Greenlee County -
Minister (Minority Group)

In Gila County - Talent Search Committee, consisting of:

Field Worker for C. A. P. Office - Mike Popovich
C. A. P. Director - Sal Portillo
Counselor, Globe High School - Mr. Swoboda
Talent Search Counselor - Delfina Alvarez

In Navajo County - Winslow Community Committee for Talent Search - consisting of:

Talent Search Counselor - Larry Simmons
Head Start Director - Molly McClean
Navajo Mother - Mary Morris
Member of Migrant Opportunity Program - Henry Hayes
Minister and Member of O. E. O. - Rev. Robert Alexander

Holbrook Friends for Talent Search Committee - consisting of:

Talent Search Counselor - Larry Simmons
C. A. A. Area Director - John Heward
A Grass-Roots Worker - Rita Krusze
A Grass-Roots Worker - Shirley Wheeler
Librarian, Holbrook High School - Tony Serio

met and planned the procedure for applications for college and financial aid for the hundreds of students who will not be considered for college by the Bureau of Indian Affairs and Tribal Council because of the limitation of funds. Roger Wilson, Counselor from Flagstaff, Neil N. Goodman, Talent Search Coordinator, John Tsosie, Navajo Talent Search Counselor, Ralph Anderson, Talent Search Counselor, and one counselor from Navajo Community College are contacting the 15 high schools and arranging for the Indians not on the list to apply for admission to colleges in Arizona. The colleges have offered to take a number of Talent Search students, providing the students submit the applications on time, which is being done.

Sustained counseling and follow-up by Talent Searchers will be carried on all summer and students will, if necessary, be assisted in their travel to make sure they arrive as scheduled at the college. The Phoenix area colleges where dorms are not available, have a "Buddy System" where college officials assist the Indians to get together in small groups to rent a room or house and if they will accept, work study will be given them during the summer so they can save up a little money for the academic year.

It is estimated that almost 300 additional Indians will have applied for college because of the timely work of the Talent Search staff.

One benefit that cannot be measured is when 300 additional low-achieving Indians are motivated and helped to go to college, you can be safe in saying this will have a positive effect on many of their brothers, sisters, and buddies. When an older brother or sister overcomes his low income handicap and goes to school, then other members of the family often follow. Also, if one boy out of a group makes it to college, then his peers will try. Such side benefits cannot be measured, but with 300 cases, the effect on others to follow would be tremendous.

On February 19 and 20, Dr. Ell Sorensen, new full-time staff member in Talent Search from Washington, D. C., met with the Coordinating Counselor to evaluate the Talent Search project. Some of the points that Dr. Sorensen stressed were: First, be sure and work with that person who would not have gone to college had the Talent Search Counselor not come along. Then, for every student that was encouraged to attend an institution of any kind, Talent Search Counselors must be sure to follow the student, and see that he is given every opportunity to continue his education or training and be on hand for the necessary reinforcement.

On March 7 and 8, the six Talent Search Counselors met as a group with the Arizona Personnel and Guidance Association in a two day convention. In the morning of March 7 at a Talent Search meeting, Larry Simmons, who took over the position of Keith Leafdale serving the Holbrook and Winslow area, was introduced to the group. Details were reviewed and an evaluation meeting was held. Information gathered from the February 19 and 20 visit of Dr. Ell Sorensen was given to our group. Talent Search was honored by having one of its counselors, John C. David, of Graham and Greenlee Counties, elected president of the Arizona Vocational and Guidance Association for next year. That means he takes office in March of 1970. He will attend the National Convention at Las Vegas this week, where he will be the Host Recorder.

On Saturday, February 22, a three and one half hour visit by ten G. E. D. students expected to graduate soon took place at the campus of Eastern Arizona College. Teachers and heads of the various departments were on hand to show the excellent facilities and opportunites for adults to acquire education and training in their selected field. The G. E. D. head of Graham County, Richard Gardea, Talent Search Counselor, John C. David, and Coordinating Counselor, Neil N. Goodman accompanied the students.

The G. E. D. students were impressed at the opportunity and convenience of continuing their education and preparing themselves in their selected field or choose a new area of interest. Opportunities to increase their income by further study was of interest to some of the visiting graduates. Also, of special interest to the group were the many teaching and learning aids displayed in the new resource center and library at Eastern Arizona College.

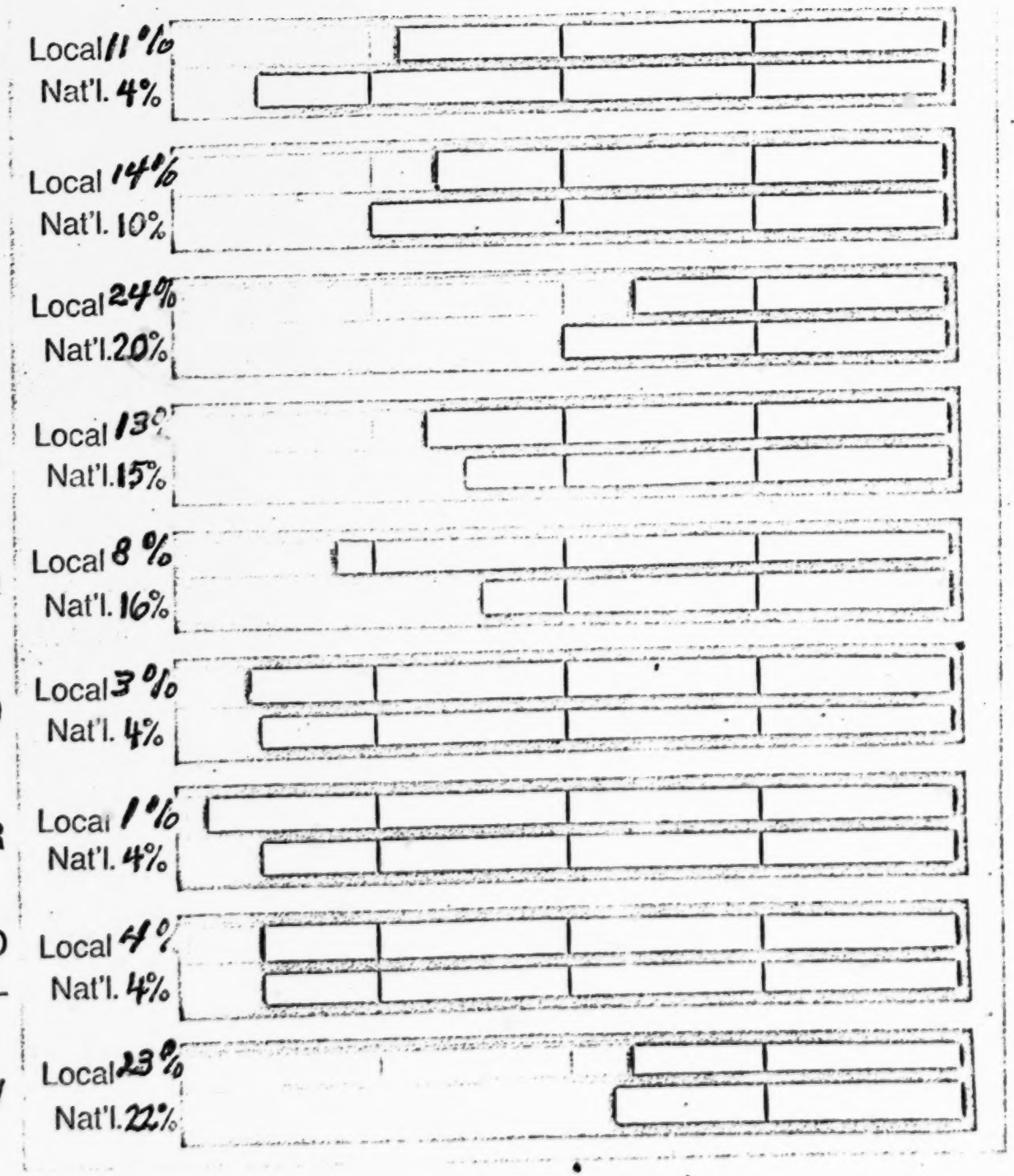
Of special interest to the Talent Search project is a graphic interpretation of the family income of students coming to Eastern Arizona College compared to the national college average. This was prepared by the Southwest Regional Office, Dr. Vernon L. Odom - Director, Dr. Dan Recer - District Director of the American College Testing Program.

Since Eastern Arizona College was the proposer of Talent Search and one of the most receptive to the project the first year, this chart points out both the results and the need of Talent Search. (See next page)

Three Talent Search Counselors attended a convention entitled "School - A - Rama" sponsored by the Arizona Private School Association on March 12 and 13. The purpose of the convention was to introduce the aspect of private schools to the counselors who in turn would guide the students toward the facilities of the private schools; also to show first hand, what each school had to offer students in a specific field of choice. The advantages and disadvantages were discussed and conclusions and findings by the Talent Search Counselors were that in most cases the student could receive as good if not better training for less money in a state supported community college and at the same time benefit more from the social culture. There were exceptions such as the "School of Refrigeration and Air Conditioning Repair" and the "College of Medical and Dental Assistants.

On March 29, 1969, at 10:00 a.m. at Eastern Arizona College, Dr. Dan Recer, official of the American College Testing Program talked to all area counselors about the A. C. T. test. Three of the Talent Search team were present.

**Family Income** — Per Yr.




SOURCE (TABLE) 64

The afternoon of March 29, 1969, Delfina Alvarez took five Apache Indian girls from the San Carlos Indian Reservation to visit the Eastern Arizona College Campus and introduced the girls to college personnel showing them through the parts of the college in which they were most interested.

III. PROBLEMS OF FINANCING AND WHAT WE ARE DOING

Again, the number one problem is obtaining the necessary financing. After doing everything within our power to identify and motivate students to attend college, Talent Searchers are finding out that the financial aids packages necessary for such students are not going to be available.

Note these paragraphs selected from Eastern Arizona College's narrative accompanying its application to participate in Federal Student Financial Aids Programs, fiscal year July 1, 1969 through June 30, 1970.

"We have in operation a Talent Search program with the Coordinator's office located in this institution. At a recent meeting of the five Talent Search Counselors in the field, it was reported that of those who will qualify as hard core applicants, at least 220 of their contacts will be seeking admittance at this institution next year.

'Eastern Arizona College is located in a rural area. Feeding into the College are students from the Apache and Navajo Indian Reservations. These reservations cover large areas and support many people at a mere subsistence level. For many years a select number of their high school graduates have been provided with either Tribal Grants or Bureau of Indian Affairs (B. I. A.) scholarships. There has been no other dependable source of financing for these youngsters, and as a consequence, only a small percentage of them have been able to continue in any type of higher education.

'Their situation in a nutshell is like this: No family finance available and with increased demand on Tribal and B. I. A. funds due to much larger

graduation classes from the reservation high schools, these resources no longer approximate the total need.

'The question is not how many need help, but with all our resources, how many can we help with the limitations of a small institution. The Indian applicants alone could fill our total allotment. The Talent Search Counselors working with the Navajos report that a minimum of 70 qualified applicants will hope to come to E. A. C. next year. The Counselor working with the Apache people reports a similar need.

'Also with the Talent Search Program, we are finding individuals in other previously neglected areas of the community who had never before considered college. These are primarily young people from the Negro and Mexican-American homes. In reflecting the picture as it is, these people have virtually been overlooked and generally have not considered education beyond high school nor have they been considered at any great depth by some high school counselors. It is reported that 67 of these from this locality will be applying here for enrollment and for Educational Opportunity Grants.

'Our apparent problem is that our capacity to serve is far exceeded by the demands made upon our program."

Talent Search prospects are using the Federally Insured Student Loan more and more as other aids disappear. The banks are gradually placing more restrictions on this loan, and Talent Search is afraid that this source of financial aid will be harder to get. Note the important paragraphs from the final statement issued by the Valley National Bank concerning their bank policy on student loans. The bank doesn't quite adhere to all these restrictions. Could the federal government help us out at this point to insure applicants of continued favorable consideration? (See next page)

Our Talent Search officials have written to our congressmen and to all financial aids directors of our colleges asking them to join us in doing everything

# VALLEY NATIONAL BANK STUDENT LOAN PROGRAMS

## U.S.A.F. - F.I.S.L.

## BANK POLICY ON STUDENT LOANS

The Valley National Bank has always served the community and the State in various worthwhile programs. The U.S.A.F. and F.I.S.L. student loan programs are no exceptions. Since the inception of the U.S.A.F. student loan program in 1962, and the F.I.S.L. program's origination in 1967, the bank has become the State's most active participating financial institution regarding student loans.

In all, the bank currently has over 7,000 loans under both programs, representing a total outstanding dollar amount of over $5 million. In order to insure that loans are being made to students who need the financial assistance offered by these programs, it has become necessary that the bank more closely examine each application.

Thus, with respect to applications under each student loan program, the policy of the bank will be as follows:

(1) Each application will be considered on its own merit.

(2) U.S.A.F. and F.I.S.L. student loans will be limited to those students considered domestic "hardship cases." Each student application will be weighed on its own merit, with preferential consideration given to those students whose parents, or guardians, cannot afford higher educational costs. Valley Bank customers, or students of Valley Bank customers, will be afforded first consideration.

(3) It will be necessary to obtain a separate, notarized guaranty signed by the parent, or parents, or legal guardian, of all students under the age of twenty-one.

(4) Financial statements of parents, or legal guardian, shall be obtained as supplemental information to effect the decision of the loan in all cases applicable.

(5) Effective immediately, U.S.A.F. and F.I.S.L. loans shall be made by the bank only to Arizona resident students, whose parents are also residents of the State of Arizona.

(6) Loans shall be made to full time students only, depending upon the minimum requirements of each educational institution.

(7) Loans shall not be made to freshman students other than those students who are customers of the Valley Bank, or whose parents have been customers of the Valley Bank for a reasonable length of time.

(8) Loans will be made only to those students who have a "C" grade average, or better. Either the student or the educational institution will be requested to provide the bank with the student's grade average prior to disbursement for any succeeding semesters.

(9) Loans will be made to provide funds for tuition, books, fees, and supplies, plus transportation to and from school. Room and board for those students living on campus, or in off-campus housing, will be considered as eligible expenses. Room and board for those living at home will not be considered eligible expenses for loan funds. Personal expenses and/or private transportation expenses will not be considered eligible fund requests.

(10) The maximum loan to any undergraduate student shall be $1,000.00 per school year. The maximum loan to graduate students shall be $1,500.00 per school year.

Finally, it should be carefully, but tactfully, impressed upon each student applying for funds that the funds advanced under both of these student loan programs are Valley National Bank funds and not funds of the Federal Government.

B. H. Garner
Valley National Bank
Home Office
Telephone: 261-1343

within our power to get the additional funds to make good our committment to poverty level students. A copy of our letter is on the following page.

IV. PLANS FOR THE FUTURE

On April 2, Delfina Alvarez, Talent Search Counselor from Gila County, is accompanying a group of senior students and townspeople from Hayden, Arizona, to visit the Maricopa County Technical College and the Phoenix Union Vocational School.

At a future date, Delfina Alvarez is accompanying five girls from Miami on a visit to the Southwestern Medical Assistants School in Phoenix, Arizona.

At a date not yet decided upon, twenty parents of Indians from San Carlos will visit Eastern Arizona College on a Friday. This was postponed from Friday, March 21, 1969, because of the illness of one of their leaders.

Financial Aids Directors of all the colleges are now receiving their notices of E. O. G.'s and C. W. S. P. All Talent Search workers will be checking applicants in their areas to see that committments to their clinets are made good and checking for kids not yet accepted.

CONCLUSION

Talent Search Counselors are on the move every day sending in applications for early consideration. Communication lines are kept open with all colleges in Arizona to make certain no opportunity is missed to place a Talent Search student in an educational institution in which he can benefit himself as school opens in the fall.

Individual counseling and vocational guidance is stressed and the importance of making decisions now to continue in high school and post high school training is emphasized. Each Counselor uses his own judgment on follow-ups and repeat counseling, spending many hours with parents and students. One of the best sources of referral is families in various neighborhoods talking with each other

about Talent Search Counselors. Many calls are taken where the counselors are referred to someone they know

# Eastern Arizona College

THATCHER, ARIZONA 85552 PHONE 428-1133

DEAN A. CURTIS, PRESIDENT
NORMAN L. HEAP, VICE PRESIDENT
RESEARCH, DEVELOPMENT & BUSINESS SERVICES

BOARD OF EDUCATION
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March 24, 1969

Senator Paul Fannin
United States Senate
Wa hington, D. C. 20510

My dear Senator Fannin:

As Talent Search Director of Eastern Arizona, which includes approximately one-third of the state, funded under the act of 1965, I would like to call your attention to the critical problem that has arisen due to the cutback of funds for Educational Opportunity Grants. The level of funding for next year will be 22% below that for the current year, and this is taking place as Talent Searchers are encouraging hundreds more students to complete high school and prepare for post-secondary education. Many of our students have been encouraged by financial aids directors of our colleges to finish high school on the basis that lack of funds would not be a barrier to their further education.

If funds from the E. O. G. Initial Year Grants are left below the level of fiscal year 1968, it will be quite impossible for the colleges to live up to such commitments. You see, $16,000,000 was cut from the E. O. G. program initially and diverted to Community College building programs.

The education of our Indians, Mexican , Negros, and low-income Whites will do more than anything else to help them solve their many problems.

Talent Search, established by Section 408 of Title IV, needs your help in assisting many of our youth in Arizona to continue after high school. The kind of help we feel we need is more financial aids money for our colleges. One example of the kind of help our youth could benefit most by is the restoration of the $16,000,000 Initial Year E. O. G. Funds to the financial aids directors of our colleges. This would permit hundreds more of our high school graduates to continue post-secondary education and training.

Sincerely,

Neil N. Goodman
Talent Search
Coordinator

NG:cgh

A questionnaire was sent on March 19 to the 14 colleges in Arizona to check the growth in the number of Indians enrolled in the state colleges. These are the results:

| | 1967 - 68 | 1968 - 69 |
|---|---|---|
| Navaho Community College | NOT OPEN | 292 |
| Northern Arizona University | 203 | 208 |
| Arizona State University | 84 | 110 |
| Eastern Arizona College | 59 | 92 |
| University of Arizona | 58 | 66 |
| Arizona Western College | 33 | 41 |
| Prescott College | 4 | 4 |
| Maricopa Technical College | NOT OPEN | 4 |
| Glendale Community College | NOT OPEN | 3 |
| TOTALS | 441 | 820* |

Four colleges have not yet reported, but their Indian enrollment will not be very large.

These statistics are not complete and since race is not required on registration blanks, it probably does not include all the Indians. Talent Search did considerable counseling on Indian students who attended Navaho Community College. In spite of Navaho Community College taking 292 students, practically all from the Navaho Reservation, second semester enrollments of other colleges slightly increased also. Another big increase is expected in 1969 - 70.

*Of the 820 Indians checked, about 650 are Navajos.